



**RAIDERS**  
CANBERRA REGION  
RUGBY LEAGUE

# **CANBERRA REGION RUGBY LEAGUE**

## **MEMBER PROTECTION POLICY**

**DATE :**

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**COMPILED BY :**

Canberra Region Rugby League





### 1. Preamble

Canberra Region Rugby League is committed to ensuring that everyone involved with Rugby League is treated with respect and dignity and is protected from Abuse, Bullying, Harassment, Sexual Misconduct, Discrimination, Victimisation, and Vilification.

This Member Protection Policy seeks to ensure that everyone involved in Rugby League across the ACT and surrounding region is aware of their rights and responsibilities and sets out the standards of behaviour expected of those involved in our Rugby League community and the behaviours that are deemed to be prohibited conduct.

This Canberra Region Rugby League Member Protection Policy in its entirety stands complimentary to those of the New South Wales Rugby League as an affiliate of the NSWRL.

## 2. Definitions

The following words have the corresponding meaning in this Policy: Definitions of Abuse, Bullying, Harassment, Sexual Misconduct, Discrimination, Victimisation and Vilification must be read in the context of Appendix A: Examples of Prohibited Conduct.

**Activity** means a sporting contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by a Relevant Organisation.

**Abuse** means any type of behaviour (including physical, emotional/psychological, sexual, and inappropriate use of power and/or process) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in-person or online.

**Administrator** means an individual who has a role in the administration or operation of a Rugby League Organisation or Canberra Region Rugby League, including owners, directors, committee members and other persons.

**Bullying** means a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing, whether in-person or online.

**Complaints, Disputes and Discipline Policy** means the policy adopted by Canberra Region Rugby League for the handling and resolution of allegations regarding Prohibited Conduct.

**Contractor** means any person or organisation engaged to provide services for, or on behalf of, a Relevant Organisation. This includes agents, advisers and subcontractors of a Relevant Organisation and Employees, officers, Volunteers, and agents of the Contractor or subcontractor.

**Discrimination** includes both direct and indirect discrimination (either in-person or online) which have the following meaning:

- a. Direct discrimination occurs where, because a person has a Protected Characteristic, they are treated less favourably than a person without that characteristic would be treated in the same or similar circumstances.
- b. Indirect discrimination occurs where a practice, rule, requirement or condition that applies to everyone disadvantages people with a Protected Characteristic and the practice, rule, requirement or condition is not reasonable in the circumstances.

**Employee** means a person employed by a Relevant Organisation.

**Harassment** means behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment, whether in-person or online.

**Member** means a member of a Relevant Organisation, including:

- a. **Member Organisation**, which means a member of Canberra Region Rugby League - including each:
  - . Club, as defined in this Policy;
  - . Affiliates or entities that conduct or administer Rugby League competitions on behalf of Canberra Region Rugby League;
- b. **Individual Members**, meaning a natural person admitted to Canberra Region Rugby League as an individual member and
- c. **Life Members**, being a natural person admitted to life membership of Canberra Region Rugby League

**CRRL Integrity Policies** means the Integrity Framework as implemented by Canberra Region Rugby League consisting of the following five policies:

- a. Safeguarding Children and Young People Policy;
- b. Match Fixing and Sports Wagering Policy;
- c. Improper Use of Drugs and Medicine Policy
- d. Member Protection Policy; and
- e. CRRL Judiciary and Disciplinary Step Process
- f. NSWRL Integrity Policies as required

**Participant** means a person who participates, including but not only as registered volunteers, officials, coaches, players or referees, in a Rugby League competition organised, controlled or sanctioned by Canberra Region Rugby League or referees, in a Rugby League competition organised, controlled or sanctioned by the organisation, or an Affiliate.

**Policy** means this Member Protection Policy including any appendices.

**Prohibited Conduct** means the conduct prescribed in this Policy.

**Protected Characteristic** means:

- a. age;
- b. disability;
- c. race or ethnicity;
- d. sex;

- e. sexual orientation or gender identity; or
- f. religion.

**Relevant Organisation** means any of the following organisations:

- a. Canberra Region Rugby League;
- b. Member Organisation – see ‘Member’;
- c. Rugby League Organisation, which means and includes:
  - . Member Organisations – see ‘Member’;
  - . Clubs, which means any club that enters a Team to participate in an Activity; and
  - . Authorised Providers, which means any non-Member organisations authorised to conduct Activities sanctioned by Canberra Region Rugby League or a Member Organisation;
- d. Team, which means a collection or squad of Athletes who compete and/or train in Rugby League and/or the Activity; and
- e. any other organisation that has agreed to be bound by Canberra Region Rugby League and/or the Relevant Policies.

**Relevant Person** means any of the following persons:

- a. Individual Member – see ‘Member’
- b. Participant;
- c. Employee;
- d. Contractor;
- e. Administrator;
- f. Volunteer; or

Any other individual who has agreed to be bound by Canberra Region Rugby League and/or the Relevant Policies.

**Rugby League** means the sport of Rugby League as governed by Canberra Region Rugby League and NSWRL from time to time.

**Sexual Misconduct** means:

- a. Sexual harassment, which is any unwanted or unwelcome sexual behaviour, where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated or intimidated; and
- b. Behaviour that may constitute a sexual offence that is unlawful.

**Victimisation** means subjecting a person, or threatening to subject a person, either in person or online, such as that referenced in NSWRL Community Rugby League Policies



and Procedures Manual 2.26. Social Media Policy, to any unfair treatment because the person has made, or intends to peruse their right to make a complaint, report or lawful disclosure, including under the applicable legislation or this policy, or for supporting another person for taking any such action.

**Vilification** means a public act, conduct or behaviour, either in person or online, that incites hatred, serious contempt for, or revulsion or severe ridicule of a person or group because of a Protected Characteristic they hold, as covered by the applicable legislation.

**Volunteer** means any person engaged by a Relevant Organisation in any capacity who is not an employee or contractor. This includes coaches, officials, administrators and support staff.

### 3. Jurisdiction

#### 3.1 Who this policy applies to:

This policy applies to:

- a. Relevant Persons
- b. Relevant Organisations

#### 3.2 When this policy applies

- a. All Relevant Persons and Relevant Organisations to which this policy applies must always comply with the policy whilst they are in the capacity of a Relevant Person or Relevant Organisation, including:
  - . In relation to any dealings, they have with Relevant Organisation or its employees, contractors or any representative thereof.
  - . When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation.
  - . In relationship to their membership or standing as a Relevant Person or Relevant Organisation in general.
- b. The following are **not** within the scope of this Policy:
  - . Where an interaction, including social media occurs involving one or more Relevant Persons or Relevant Organisations, and the only link or connection between the interaction and Rugby League is the fact that one or more individuals are Relevant Persons or Relevant Organisations  
  
This may include instances such as two members of a relevant organisation getting into an argument, verbal or physical at a shopping centre.
- c. Where the Prohibited Conduct occurs in contravention of this policy, any subsequent conduct, or interaction/s that whilst related to the original Prohibited Conduct, no longer directly relates to Rugby League.

### 4. Prohibited Conduct

A Relevant Person or Relevant Organisation commits a breach of this Policy when they, either alone or in conjunction with another or others, either in-person, online or via any other means of communication, engage in any of the following conduct against one or more Relevant Persons or Relevant Organisations, in the circumstances outlined in clause 3.2:

- a. Abuse;
- b. Bullying;
- c. Harassment;
- d. Sexual Misconduct;
- e. Discrimination;
- f. Victimisation; or
- g. Vilification.

Appendix A sets out examples of what may constitute Prohibited Conduct under this Policy.

### 5. Reporting and Complaints

- a. Reports or Complaints of alleged Prohibited Conduct under this Policy should be submitted to Canberra Region Rugby League in the first instance
- b. Allegations of Prohibited Conduct under this Policy will be managed in accordance with the CRRL Judiciary and Disciplinary Step Process
- c. Any behaviour that may constitute a criminal offence should be reported to the relevant state/territory law enforcement agency.

## 6. Other Matters

### 6.1 Education

- a. To prevent breaches of this policy, build positive behaviours and protect participants, Canberra Region Rugby League is responsible for developing and delivering education programs addressing the content within this policy.
- b. Canberra Region Rugby League will, where needed engage NSWRL and/or Sports Integrity Australia to assist in the design and delivery of education programs and to highlight key target groups for these programs.
- c. A relevant organisation may from time to time, direct members to undertake education which is deemed relevant to their level of involvement in Rugby League and the associated integrity risks.
- d. Sports Integrity Australia has developed a range of education resources and training material which can be found [HERE](#)

### 6.2 Information Sharing

Subject to the *Privacy Act 1988 (Cth)*, Relevant Organisations may share information they receive relating to this policy with relevant agencies as required to effectively perform their functions by law.

## Appendix A: Examples of Prohibited Conduct

1. **Abuse** is the behaviour of a nature and level of seriousness which includes, but is not limited to:

- a. Physical abuse and assault including, hitting slapping, punching, kicking, destroying property, deprivation of food, water or rest, forced feeding, unreasonable physical restraint, spitting at another person, biting or otherwise putting a person at unreasonable risk of physical harm, except where any physical contact is consistent with the rules of the sport and accepted as reasonable behaviour within the activity whilst undertaking the activity.
- b. Sexual Abuse including rape and assault, using sexually degrading insults, forced sex or sexual acts, deliberately causing pain during sex, unwanted touching or exposure to pornography, sexual jokes or using sex to coerce.
- c. Emotional abuse such as repeated or intentional embarrassment in public, unreasonably preventing or excluding someone from participating in sport activities, stalking, intimidation or humiliation, repeated or severe insults, name calling, criticism, swearing, repeated attacks on a person's intelligence, homophobic, biphobic and transphobic comments, body shaming or aggressive yelling.

2. **Bullying** is behaviour of a nature and level of seriousness which includes but is not limited to:

- a. Excluding someone from a group
- b. Making rude or obscene gestures, the use of derogatory names, being rude, constantly rude and teasing.
- c. Spreading rumours and/or lies, or misrepresenting a person
- d. Harassing someone based on a Prohibited Characteristic as detailed in this policy.
- e. Intentionally and repeatedly causing someone harm
- f. Taking advantage or exerting power over a person

But does not include legitimate and reasonable:

- g. Management action
- h. Management processes
- i. Disciplinary Action
- j. Allocation of activities in compliance with approved systems.

3. **Harassment** is behaviour of a nature and seriousness which includes but is not limited to:

- a. Telling insulting jokes and/or making derogatory comments about racial groups or people of diverse genders and sexualities.
- b. Sending sexually explicit or suggestive communications.
- c. Display of racially offensive or pornographic imagery
- d. Making derogatory comments, taunts or gestures regarding a persons race, disability, sexual orientation, gender identity or expression.
- e. Asking intrusive questions regarding a individual's personal life, including sex life.
- f. Intentionally stalking a person.
- g. Intentionally disclosing the sexual identity or orientation of a person without consent.

4. **Sexual Misconduct** is behavior including, but not limited to:

- a. Unsolicited touching
- b. Suggestive comments or jokes
- c. Showing or sharing sexually explicit images
- d. Unwanted advances
- e. Unwanted requests for intercourse
- f. Intrusive questions
- g. Unnecessary familiarity
- h. Insults or taunts based on sex or gender identity (either in-person or online);
- i. Sexually explicit physical contact;
- j. Sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;
- k. displaying pornographic images or screen savers;
- l. asking intrusive questions about someone's personal life, including about their sex life (either in-person or online); or
- m. criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.

5. **Discrimination** is differential treatment based on a personal characteristic including, but not limited to:

- a. age;
- b. disability;
- c. race or ethnicity (including skin colour, nationality or migrant status);

- d. sex (including pregnancy, marital or relationship status, family responsibilities, breastfeeding, intersex status or gender identity);
- e. sexual orientation; or
- f. religion.

6. **Victimisation** is behaviour including, but not limited to:

- a. dismissal of a person or disadvantage to their involvement in sport because they have or intend to make a complaint;
- b. exclusion of a person from a sport activity because they were a witness to Prohibited Conduct; or
- c. failure to select an individual on merit because they have supported another person in lodging a complaint.

7. **Vilification** is behaviour including, but not limited to:

- a. speaking, writing or otherwise communicating (either in-person or online) about a person's sex or gender identity in a way that could make other people dislike, hate, or ridicule them;
- b. publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;
- c. repeated and/or serious verbal or physical abuse (either in-person or online) about a Protected Characteristic of another person;
- d. encouraging violence against people (either in-person or online) who belong to a particular sex or gender identity, or damaging their property; or
- e. encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech, or publication, or using websites, social media applications or email